



**Netaji Subhash Chander Bose Memorial  
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**POLICY ON CODE OF CONDUCT & ETHICS**  
**Session 2023-24**



*“What you feed your soul is what you harvest with your actions.”*

*NSCBM Govt. College Hamirpur is pleased to declare its Policy on Code of Conduct and Ethics to be abided by the Faculty Members and Students. This Policy indicates the standard procedures and practices for appropriate Conduct and Ethics for the entire Faculty as employees and all the Students who have enrolled in this College to study various Programs. It is binding on them to strictly adhere to and follow this Code of Ethics and Conduct and the rights, responsibilities including the restrictions flowing from it. This document lays down guidelines and norms to be followed to ensure good conduct and ethical practices in the College. The document is made available in both the forms-soft and hard of Prospectus as well as on the college website. All the stakeholders are expected to be well conversant with the Code of conduct and academic ethics, which can also be reviewed on the official website of the College. The College's endeavor by means of enforcing this Code is to pioneer and administer the student and staff discipline process that is egalitarian, conscientious, effectual and expeditious; and providing a system which promotes their growth through individual and collective responsibility.*

## **Why Code of Ethics?**

**Code of Ethics**

- **INTEGRITY** Maintain honesty and clear communication in the workplace.
- **TEAMWORK** Work together to get the job done.
- **OBJECTIVITY** Don't make career decisions based on whom you like best.
- **CONFIDENTIALITY** Maintain clients' confidence at all times.
- **GROWTH** Always pursue professional growth.

## **JURISDICTION**

The College shall have the jurisdiction over the conduct of the stakeholders associated/enrolled with the college and to take cognizance of all acts of misconduct including incidents of ragging or otherwise which are taking place on the campus or in connection with the college related activities and functions.

The College may exercise jurisdiction over conduct which occurs on campus violating the ideal student conduct and discipline as laid down in this Policy which shall include

- ❖ *Any violations of the Sexual Harassment Policy of the College against other students of the College.*
- ❖ *Physical assault, threats of violence, or conduct that threatens the health or safety of any person including other students of the College.*
- ❖ *Possession or use of weapons, explosives, or destructive devices on campus.*
- ❖ *Manufacture, sale, or distribution of prohibited drugs, alcohol etc.*
- ❖ *Conduct which has a negative impact or constitutes a nuisance to members of the surrounding off-campus community.*

The College, while determining whether or not to exercise such off-campus jurisdiction in situations enumerated hereinabove, the College shall consider the seriousness of the alleged offense, the risk of harm involved, whether the victim(s) are members of the campus community and/or whether the off campus conduct is part of a series of actions, which occurred both on, and off-campus.

## **ETHICS AND CONDUCT**

This Code of conduct shall apply to all kinds of conduct of the students that occurs on the College premises including in university sponsored activities, functions hosted by other recognized student organizations and any off-campus conduct that has or may have serious consequences or adverse impact on the interest of the College or reputation. At the time of

admission, each student must sign a statement accepting the policy on Code of conduct and ethics and by giving an undertaking that:

- ✓ *He/she shall be regular and must complete his/her studies in the College.*
- ✓ *In the event, a student is forced to discontinue studies for any legitimate reason; such a student may be relieved from the College on written direction of the Principal.*
- ✓ *As a result of such relieving, the student shall be required to clear pending hostel / mess dues and the fees of the College if any.*

The College believes in promoting a safe and efficient climate by enforcing behavioral standards. All students must uphold academic integrity, respect all persons and their rights and property and safety of others etc. All students must deter from indulging in any and all forms of misconduct including partaking in any activity which can affect the College's interests and reputation substantially.

#### **The various forms of misconduct include:**

- Any act of discrimination (physical or verbal conduct) based on an individual's gender, caste, race, religion or religious beliefs, color, region, language, disability, or sexual orientation, marital or family status, physical or mental disability, gender identity, etc.
- Intentionally damaging or destroying the property of the College or property of other students and/or of faculty members.
- Any disruptive activity in a class room or in an event sponsored by the College.
- Unable to produce the identity card, issued by the College, or refusing to produce it on demand by campus security guards, teachers and the staff.

Follow: <https://www.gchamirpur.org/dos-and-donts/>

#### **Participation in wrong activities includes will be punished**

- ✚ Organizing meetings and demonstration without permission of the College
- ✚ Accepting membership of terrorist groups banned by the Government.
- ✚ *Unauthorized possession, carrying or use of any weapon, ammunition, explosives, or potential weapons, fireworks, contrary to the law or the policy.*
- ✚ *Use of harmful chemicals and banned drugs*
- ✚ *Smoking on the campus of the College*
- ✚ *Possessing, Consuming, distributing, selling of alcohol and drugs in the College and/or throwing empty bottles on the campus.*
- ✚ *Use of plastic in any form in the College premises*
- ✚ *Parking a vehicle in a no parking zone or in area earmarked for parking other type of vehicles*
- ✚ *Rash driving on the campus that may cause any inconvenience to others*
- ✚ *Theft or unauthorized access to others resources*
- ✚ *Misbehavior at the time of student body elections or during any activity of the College.*

Students are expected not to interact, on behalf of the College, with media representatives or invite media persons on to the campus without the permission of the College authorities.

Students are expected to use the social media carefully and responsibly. They cannot post derogatory comments about other individuals from the College on the social media or

indulging in any such related activities having grave ramifications on the reputation of the College.

Indulging in any form of Harassment which is defined as a conduct that is severe and objectively, a conduct that is motivated on the basis of a person's race, colour, national or ethnic origin, citizenship, sex, religion, age, sexual orientation, gender, gender identity, marital status, ancestry, physical or mental disability, and medical condition.

### **Regulation of the violation of the Codes**

If there is a case against a student for a possible breach of code of conduct, then the committee handling grievances and its redressal, is forwarded for a suitable disciplinary action and shall inquire into the alleged violation and accordingly suggest the action to be taken against the said student.

The committee may meet with the student to ascertain the misconduct and suggest one or more of the following disciplinary actions based on the nature of misconduct.

### **Academic Integrity**

As one of the premier College of Himachal Pradesh for varied courses, the College values academic integrity and is committed to fostering an intellectual and ethical environment based on the principles of academic integrity. Academic Integrity encompasses honesty and responsibility and awareness relating to ethical standards for the conduct of research and scholarship.

The College believes that in all academic work, the ideas and contributions of others must be appropriately acknowledged. Academic integrity is essential for the success of the College and its research missions, and hence, violations of academic integrity constitute a serious offence.

### **Scope and Purpose**

This Policy on academic integrity, which forms an integral part of the Code, applies to all students at the College and required to adhere to the said policy.

***The purpose of the Policy is:***

- ✓ ***To clarify the principles of academic integrity, and***
- ✓ ***To provide examples of dishonest conduct and violations of academic integrity.***
  
- ***Failure to uphold these principles of academic integrity threatens both the reputation of the College and the value of the degrees awarded to its students.***
- ***Every member of the College community therefore bears a responsibility for ensuring that the highest standards of academic integrity are upheld.***

### **The principles of academic integrity require that a student:**

- a.** Properly acknowledges and cites use of the ideas, results, material or words of others.
- b.** Properly acknowledges all contributors to a given piece of work.

- c. Makes sure that all work submitted as his or her own in a course or other academic activity is produced without the aid of impermissible materials or impermissible collaboration.
- d. Obtains all data or results by ethical means and reports them accurately without suppressing any results inconsistent with his or her interpretation or conclusions.
- e. Treats all other students in an ethical manner, respecting their integrity and right to pursue their educational goals without interference. This requires that a student neither facilitates academic dishonesty by others nor obstructs their academic progress.

**Violations of this policy include, but are not limited to:**

a. **Plagiarism** means the use of material, ideas, figures, code or data as one's own, without appropriately acknowledging the original source. This may involve submission of material, verbatim or paraphrased, that is authored by another person or published earlier by oneself. Examples of plagiarism include:

- ✓ Reproducing, in whole or part, text/sentences from a report, book, thesis, publication or the internet.
- ✓ Reproducing one's own previously published data, illustrations, figures, images, or someone else's data, etc.
- ✓ Taking material from class-notes or incorporating material from the internet graphs, drawings, photographs, diagrams, tables, spreadsheets, computer programs, or other non-textual material from other sources into one's class reports, presentations, manuscripts, research papers or thesis without proper attribution.
- ✓ Self-plagiarism which constitutes copying verbatim from one's own earlier published work in a journal or conference proceedings without appropriate citations.
- ✓ Submitting a purchased or downloaded term paper or other materials to satisfy a course requirement.
- ✓ Paraphrasing or changing an author's words or style without citation.

b. **Cheating:** Cheating includes, but is not limited to:

- ✓ Copying during examinations, and copying of homework assignments, term papers, theses or manuscripts.
- ✓ Allowing or facilitating copying, or writing a report or taking examination for someone else.
- ✓ Using unauthorized material, copying, collaborating when not authorized, and purchasing or borrowing papers or material from various sources.
- ✓ Fabricating (making up) or falsifying (manipulating) data and reporting them in thesis and publications.
- ✓ Creating sources, or citations that do not exist
- ✓ Signing another student's name on an assignment, report, research paper, thesis or attendance sheet.

**Individual and Collective Responsibility:**

**The responsibility varies with the role one plays:**

**Student Roles:** Before submitting a projects (if included) to the department, the student is responsible for checking the thesis for plagiarism using software that is available on the web (see resources below). In addition, the student should undertake that he/she is aware of the academic guidelines of the College, has checked the document for plagiarism, and that the

thesis is original work. A web-check does not necessarily rule out plagiarism. If a student observes or becomes aware of any violations of the academic integrity policy he/she is strongly encouraged to report the misconduct in a timely manner.

**Faculty Roles:** Faculty members should ensure that proper methods are followed for experiments, computations and theoretical developments, and that data are properly recorded and saved for future reference. In addition, they should review manuscripts and theses carefully. Faculty members are also responsible for ensuring personal compliance with the above broad issues relating to academic integrity. Faculty members are expected to inform students of the College academic integrity policy within their specific courses, to ensure minimal academic dishonesty, and to respond appropriately and timely to violations of academic integrity.

**Institution roles:** A breach of academic integrity is a serious offence with long lasting consequences for both the individual and the College, and this can lead to various sanctions. In the case of a student the first violation of academic breach will lead to a warning. A repeat offence, if deemed sufficiently serious, could lead to expulsion. It is recommended that faculty bring any academic violations to the notice of the department. Upon receipt of reports of scientific misconduct, the Principal may appoint a committee to investigate the matter and suggest appropriate measures on a case by case basis.

### **ANTI-RAGGING**

*The College has a coherent and an effective anti-ragging policy in place which is based on the '**UGC Regulation on Curbing the Menace of Ragging in Higher Educational Colleges, 2009**'. The UGC Regulations have been framed in view of the directions issued by the Hon'ble Supreme Court of India to prevent and prohibit ragging in all Indian Educational Colleges and Colleges. The said UGC Regulations shall apply mutatis mutandis to the College and the students are requested kindly to follow the codes strictly.*

- *Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any student.*
- *Indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any other student.*
- *Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such a student.*
- *Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any student;*
- *Any act of financial extortion or forceful expenditure burden put on a student by other students*
- *Any act of physical abuse including all variants of it: sexual abuse, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person*
- *Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to any other student*
- *Any act that affects the mental health and self-confidence of any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any other student.*

## **ANTI-RAGGING COMMITTEE**

The Anti-Ragging Committee, as constituted by the College and headed by the Principal shall examine all complaints of anti-ragging and come out with recommendation based on the nature of the incident. The committee shall be headed by the Principal and the Convener shall regulate the affairs along with the members, the senior faculty of the College as its members.

## **ANTI-RAGGING SQUAD: (THE DISCIPLINE COMMITTEE)**

To render assistance to students, an Anti-Ragging Squad, which is a smaller body, has also been constituted consisting of various members of the campus community. The said Squad shall keep a vigil on ragging incidents taking place in the community and undertake patrolling functions. Students may note that the Squad is active and alert at all times and are empowered to inspect places of potential ragging, and also make surprise visits in hostel and other hotspots in the College. The Squad can also investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the guidance of the Anti-Ragging Committee.

*If a student found guilty by the committee will attract one or more of the following punishments, as imposed by the Anti-Ragging Committee:*

- ✓ Suspension from attending classes and academic privileges.
- ✓ Debarring from appearing in any test/ examination or other evaluation process.
- ✓ Withholding results.
- ✓ Suspension/ expulsion from the hostels and mess.
- ✓ Cancellation of admission.
- ✓ In cases where the persons committing or abetting the act of ragging are not identified.

The college shall resort to collective punishment.

*The Anti-Ragging Committee of the College shall take appropriate decision, including imposition of punishment, depending on the facts and circumstances of each incident of ragging and nature and gravity of the incident of ragging.*

**An Appeal against the any of the orders of punishment enumerated herein above shall lie to the Principal of the College and college website.**

<https://www.gchamirpur.org/anti-ragging-cell/>

[Helpline Numbers & email: 24x7 Toll Free Number 1800-180-5522 & \[helpline@antiragging.in\]\(mailto:helpline@antiragging.in\)](https://www.gchamirpur.org/anti-ragging-cell/)

Raghavan Committee Report  
Supreme Court Judgement (2009)  
activities – cultural or sports.

## **SEXUAL HARASSMENT CELL:**

The Policy of the College on “[Prevention and Prohibition of Sexual Harassment at Workplace, 2016](#)” shall apply mutatis mutandis to the students of the College which can be accessed and reviewed by the students at college website:

<https://www.gchamirpur.org/>; <https://www.vishaka.org/>

[https://www.ugc.gov.in/pdfnews/7203627\\_UCG\\_regulations-harassment.pdf](https://www.ugc.gov.in/pdfnews/7203627_UCG_regulations-harassment.pdf)

Students should note that sexual misconduct or harassment encompasses a range of conduct, including but not limited to sexual assault, unwanted touching or persistent

unwelcome comments, e-mails, or pictures of an insulting or degrading sexual nature, which may constitute harassment, which shall depend of the circumstances of each case.

## **STUDENT GRIEVANCE PROCEDURE**

Any student of the College aggrieved by any acts of sexual harassment, misconduct or ragging as defined and summarized hereinabove can approach the Student Grievance Redressal Cell at the College. Further, any student who is aware of any violations must report the same to the Cell. The Cell shall consist of members as appointed by the Principal. Said grievance must be in writing and should be made within 60 days from the day of the alleged violation. The Cell shall take cognizance of the grievance and inform the Committee members to enforce this Code, in cases of any sexual harassment complaints.

## **STUDENT REPRESENTATION & PARTICIPATION IN GOVERNANCE**

As Students are members of the Institute campus, they have a substantial interest in the governance of the Institute. The Code, policies and the varied procedures laid down herein intends that the principle of student involvement in governance in both administrative and academic areas is essential and it is pivotal that students must be, at all junctures, be encouraged to put forth their views and advice, for an informed decision making. Student representation and participation is encouraged and must be strengthened through the involvement of students at all levels. Therefore, all students who are a part of the Institute and who are going to be enrolled in the Institute are advised to uphold the policy and inform the Institute of any violations and assist individually and collectively to improve the quality and effectiveness of this Code and appended policies.

## **POLICY DOCUMENTS FOR THE SESSION 2022-23:**

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- 1. Maintain DISCIPLINE in the College-Campus.**
- 2. Maintain campus as PLASTIC FREE ZONE.**
- 3. Maintain campus as NO SMOKING ZONE.**
- 4. Maintain campus as GREEN & CLEAN.**
- 5. Maintain students participation *w.r.t.* GENDER EQUITY and with EQUAL OPPORTUNITY in all the activities to be performed during the session.**
- 6. Maintain ETHICS AND DISCIPLINE IN EXAMS; SPORTS; CLASSROOMS.**
- 7. Maintain SANITATION and PERSONAL HYGIENE for the well being.**
- 8. USE CYCLE RIDES to contribute towards NATURE GOD.**
- 9. Use REFUSE-REDUCE-REUSE-RECYCLE towards Environment conservation.**
- 10. Participate in PLANTATION DRIVES in the Monsoon.**
- 11. Don't Waste "MY COUNTRY'S FOOD"**
- 12. CONSERVE ELECTRICITY as much as you can**
- 13. CONSERVE WATER: EVRY DROP CONTRIBUTES TO SUSTAIN LIFE**
- 14. Maintain the BEAUTIFUL BOTANICAL GARDEN & CHEMIGREEN GARDENS**
- 15. Be OPEN MINDED and RESPECT OTHERS OPINION.**
- 16. DONATE BLOOD: SAVE LIFE**
- 17. Be Part of Sports/Cultural/Co-curricular Activities**
- 18. Organize GUIDANCE & COUNSELING Sessions**
- 19. Frame IPR Cell & Board of Indian Standards (BIS) Cell**
- 20. Organize Road Safety Club Activities**



**Compile all the Action Taken Reports by the end of session**